UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/RES/53/217
21 April 1999

Fifty-third session
Agenda item 112

RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[*on the report of the Fifth Committee (A/53/521/Add.2)*]

53/217. Procurement-related arbitration

The General Assembly,

Having considered the report of the Office of Internal Oversight Services on the review of procurement-related arbitration cases,[1]

1. *Expresses deep concern* about the increase of pending procurement-related arbitration claims instituted against the United Nations, which total 56 million United States dollars as at 19 March 1999;

2. *Requests* the Secretary-General to submit to it, for consideration at an early stage during its fifty-fourth session, a comprehensive report, taking into account the recommendations of the Office of Internal Oversight Services and the views expressed by Member States on the issue of arbitration, which should cover, *inter alia*:

(*a*) The reasons for arbitration cases;

(*b*) The roles and mandates of various Secretariat structures and negotiating teams in arbitration and settlement processes;

(*c*) The sources of funding for arbitration awards and settlement payments;

---

[1] See A/53/843.

(*d*) The selection of outside legal counsels and provisions to preclude conflict of interest;

(*e*) Disciplinary action taken against staff members responsible for wrongdoing that resulted in arbitration;

(*f*) Pending arbitration cases;

(*g*) Measures taken or proposed to prevent or reduce contract disputes which might lead to arbitration in the future;

3. *Also requests* the Secretary-General, without prejudice to the obligations of the United Nations under the Arbitration Rules of the United Nations Commission on International Trade Law,[2] to keep Member States duly informed of all arbitration and settlement cases, *inter alia*, by clearly identifying such cases as separate items in corresponding financial performance reports and indicating corrective and disciplinary measures taken in this regard.

97th plenary meeting
7 April 1999

---

[2] United Nations publication, Sales No. E.93.V.6.

UNITED NATIONS

A

General Assembly

Distr.
GENERAL

A/RES/53/218
21 April 1999

Fifty-third session
Agenda items 112 and 119

RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[*on the report of the Fifth Committee (A/53/533/Add.1)*]

53/218. Gratis personnel provided by Governments

The General Assembly,

Recalling Articles 97, 100 and 101 of the Charter of the United Nations,

Reaffirming its resolutions 51/243 of 15 September 1997, 52/234 of 26 June 1998 and 53/11 of 26 October 1998,

Recalling its resolutions 51/226 of 3 April 1997 and 52/219 of 22 December 1997,

Having considered the reports of the Secretary-General[1] and the related report of the Advisory Committee on Administrative and Budgetary Questions,[2]

1. *Notes* that, with the exception of one type II gratis personnel, all type II gratis personnel were phased out by 28 February 1999;

2. *Notes with concern* that its resolutions on gratis personnel have not been fully implemented, and reiterates the need for full compliance in future;

---

[1] A/53/715, A/53/847 and A/C.5/53/54.

[2] A/53/417/Add.1.

3. *Also notes with concern* the observations of the Advisory Committee on Administrative and Budgetary Questions in paragraphs 2, 4 and 5 of its report;

4. *Decides* to consider, under the item entitled "Human resources management", the question of the recruitment of seventeen gratis personnel in the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991 as the recruitment was in contravention of General Assembly resolution 51/226;

5. *Endorses* the observation of the Advisory Committee in paragraph 6 of its report that, at the end of June 1999, confirmation should be given that, without exception, all type II gratis personnel have been phased out;

6. *Decides* to continue, at the main part of its fifty-fourth session, its consideration of the question of gratis personnel provided by Governments.

97th plenary meeting
7 April 1999

UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/RES/53/219
23 April 1999

Fifty-third session
Agenda item 113

RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[*on the report of the Fifth Committee (A/53/485/Add.2)*]

53/219. Integrated Management Information System

The General Assembly,

Recalling its resolution 52/212 B of 31 March 1998,

Reaffirming its resolution 52/227 of 31 March 1998 and section VII of its resolution 53/214 of 18 December 1998,

Having considered the tenth progress report of the Secretary-General and the addendum thereto,[1] the study of the Integrated Management Information System conducted by independent experts,[2] the related report of the Advisory Committee on Administrative and Budgetary Questions,[3] and the report of the Office of Internal Oversight Services on the increase in costs of the Integrated Management Information System development contract,[4]

---

[1] A/53/573 and Add.1.

[2] See A/53/662 and Corr.1.

[3] A/53/7/Add.7. For the final text, see *Official Records of the General Assembly, Fifty-third Session, Supplement No. 7.*

[4] See A/53/829.

1. *Takes note with concern* of the findings contained in the report of the Office of Internal Oversight Services on the increase in costs of the Integrated Management Information System development contract,[4] in particular that:

(*a*) With careful planning, proper identification of needs and more adequate preparations, the cost increase could have been reduced;

(*b*) Delays in promptly addressing deficiencies through concerted action in each phase of the development and implementation process have led the Organization to place undue reliance on the contractor;

(*c*) Insufficient progress has been made with respect to long-term operational support, software maintenance and staff training functions and, consequently, the reliance on the Integrated Management Information System project team and perhaps even the contractor is unlikely to diminish in the near future;

(*d*) There is no assurance that implementation problems similar to those experienced in previous years will not recur in the case of remaining releases, resulting in the possibility of further cost escalations;

2. *Notes* the observations of the Office of Internal Oversight Services that in large and complex software development contracts some out-of-scope work is a common occurrence;

3. *Regrets* the lack of adequate participation of the main user departments in the development and implementation phases of the system, which led to increased costs;

4. *Requests* the Secretary-General to ensure that the institutionalization of the Integrated Management Information System by the main user departments is completed as soon as possible;

5. *Reiterates its deep concern* about the time and cost overruns for the completion of the project;

6. *Requests* the Secretary-General to ensure that problems similar to those experienced previously do not recur;

7. *Notes* that the services required from the main contractor will be completed by the end of 1999, with the exception of warranty-related activities;

8. *Encourages* the Secretary-General to make use of any potential for improving efficiency by streamlining existing work flows and processes through more effective use of the Integrated Management Information System;

9. *Requests* the Secretary-General to take all corrective measures required to make the system fully operational and avoid further delays and unnecessary cost increases in the implementation of the project, taking into account the observations and recommendations contained in the report of the Office of Internal Oversight Services[4] and the study conducted by independent experts;[2]

10. *Decides* that the resources required to conclude the development of the Integrated Management Information System by August 2000 shall not exceed 77.6 million United States dollars;

11. *Reiterates* the need for a comprehensive programme for Integrated Management Information System training to be included as part of the ongoing training programme offered to staff at all duty stations concerned;

12. *Requests* the Secretary-General to include information on the implementation of paragraphs 3 and 4 of its resolution 52/212 B in future progress reports on the Integrated Management Information System;

13. *Also requests* the Secretary-General clearly to establish roles, responsibilities and accountability of all offices and staff concerned in the implementation of the remaining releases and to report thereon in his next progress report;

14. *Further requests* the Secretary-General to maintain an effective monitoring system to ensure that implementation problems are addressed properly as they arise;

15. *Decides* to approve an additional appropriation of 3.2 million dollars under section 27D, Support services, of the programme budget for the biennium 1998–1999, to be charged to the contingency fund and to be reflected in the assessment to be determined on the basis of the final appropriation for the biennium 1998–1999.

97th plenary meeting
7 April 1999

UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/RES/53/220
23 April 1999

Fifty-third session
Agenda item 113

RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[*on the report of the Fifth Committee (A/53/485/Add.2)*]

53/220. Development Account

The General Assembly,

Recalling its resolutions 52/12 B of 19 December 1997, 52/220 and 52/221 A of 22 December 1997 and 52/235 of 26 June 1998,

Reaffirming its resolution 41/213 of 19 December 1986,

Reaffirming also the Financial Regulations and Rules of the United Nations and the Regulations and Rules Governing Programme Planning, the Programme Aspects of the Budget, the Monitoring of Implementation and the Methods of Evaluation,

Noting the proposals made by the Secretary-General for the utilization of the development dividend,[1]

Stressing the need to use the Development Account for projects related to the development priorities of the medium-term plan,

1. *Approves*, from the eight proposals made in the report of the Secretary-General,[1] proposals A, B, D and E below:

[1] A/53/374, sect. III.

A. Promotion of electronic commerce (United Nations Conference on Trade and Development);

B. Capacity-building in economic and social policy analysis in Africa through the networking of expertise (Economic Commission for Africa);

D. Computer and telecommunication system for international and national drug control (United Nations International Drug Control Programme);

E. Capacity-building and networking for the implementation of the Habitat Agenda in least developed countries (United Nations Centre for Human Settlements),

on an ad hoc and one-time basis only, without setting a precedent and without prejudicing the outcome of its consideration of the sustainability and establishment of the mechanism and modalities of the Development Account;

2. *Emphasizes* that, in the implementation of those proposals, emphasis should be placed on the promotion of development activities, and that the implementation should demonstrate the benefits accruing in building national capacities, particularly in developing countries and also in countries with economies in transition;

3. *Stresses* that, in the implementation of the proposals, particular attention should be given to the utilization of technical, human and other resources available in the developing countries;

4. *Decides* that the proposals should be reformulated and implemented in accordance with the relevant Financial Regulations and Rules of the United Nations and the Regulations and Rules Governing Programme Planning, the Programme Aspects of the Budget, the Monitoring of Implementation and the Methods of Evaluation, as revised by the General Assembly in its resolution 53/207 of 18 December 1998;

5. *Requests* the Secretary-General to reformulate the other proposals contained in his report following criteria according to which projects should:

(*a*) Have multiplier effects and promote capacity-building primarily in developing countries;

(*b*) Promote regional and interregional economic and technical cooperation among the developing countries;

(*c*) Use available human and technical resources from the developing regions;

and to submit those reformulated proposals to the General Assembly at the second part of its resumed fifty-third session;

6. *Decides* to keep the implementation of the proposals under review, and requests the Secretary-General to submit a report to the General Assembly on the utilization of the development dividend, in accordance with relevant regulations and rules;

7. *Also decides* to continue consideration of the sustainability and establishment of the mechanism and modalities of the Development Account during the resumed fifty-third session.

97th plenary meeting
7 April 1999

UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/RES/53/221
23 April 1999

Fifty-third session
Agenda item 119

RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[*on the report of the Fifth Committee (A/53/748/Add.1)*]

53/221. Human resources management

The General Assembly,

Recalling Articles 8, 97, 100 and 101 of the Charter of the United Nations,

Recalling also its resolutions 52/214 of 22 December 1997, 52/252 of 8 September 1998 and 53/208 of 18 December 1998,

Reaffirming its resolutions 49/222 A and B of 23 December 1994 and 20 July 1995, 51/226 of 3 April 1997 and 52/219 of 22 December 1997, as well as its other relevant resolutions and decisions, subject to the provisions of the present resolution,

Having considered the relevant reports on human resources management questions submitted by the Secretary-General to the General Assembly for consideration during its fifty-third session[1] and the related report of the Advisory Committee on Administrative and Budgetary Questions,[2]

[1] A/52/814, A/53/266, A/53/327, A/53/342, A/53/375 and Corr.1, A/53/385, A/53/414, A/53/502 and Add.1, A/53/526 and Add.1, A/53/548, A/53/642, A/C.5/53/L.3 and A/C.5/53/L.39.

[2] A/53/691.

Aware of the views expressed by the staff representatives in the Fifth Committee[3] in accordance with General Assembly resolution 35/213 of 17 December 1980, as transmitted to the Assembly in a note by the Secretary-General,[4]

Reaffirming that the staff of the United Nations is an invaluable asset of the Organization, and commending its contribution to furthering the purposes and principles of the United Nations,

Paying tribute to the memory of all staff members who have lost their lives in the service of the Organization,

Requests the Secretary-General to ensure that reports on human resources management are submitted in accordance with the relevant provisions of General Assembly resolutions 52/214 and 53/208;

I

PRINCIPLES

1. *Reaffirms* the role of the General Assembly in carrying out a thorough analysis and approval of posts and financial resources as well as of human resources policies with a view to ensuring full implementation of all mandated programmes and activities and the implementation of all policies in this regard;

2. *Also reaffirms* that the Fifth Committee is the appropriate Main Committee of the General Assembly entrusted with responsibility for administrative, budgetary and human resources management matters;

3. *Emphasizes* that proposals on the reform of human resources management should be in conformity with the Charter of the United Nations, regulations and rules and the relevant resolutions of the General Assembly and that those proposals which require an amendment of the regulations and rules or a departure from provisions of prior Assembly resolutions shall be submitted to the Assembly for its consideration and approval before their implementation;

4. *Decides* that all issues relating to human resources management, including its reform, shall continue to be considered by the Fifth Committee in the context of the item entitled "Human resources management";

5. *Reiterates* its full support for the Secretary-General as the chief administrative officer of the Organization, and underlines its full respect for his prerogatives and responsibilities under the Charter;

6. *Reaffirms* its support for the integrity and independence of the international civil service;

---

[3] See *Official Records of the General Assembly, Fifty-third Session, Fifth Committee*, 22nd meeting (A/C.5/53/SR.22), and corrigendum.

[4] A/C.5/53/34 and Corr.1.

7. *Reiterates* that no human resources management reform should be either a budget reduction or a staff reduction exercise;

8. *Requests* the Secretary-General to include in his budget proposals provisions for all resources necessary for the implementation of human resources management policies, and stresses that activities relating to human resources management, including its reform, should be financed according to the Financial Regulations and Rules of the United Nations and that, where there are requirements for additional resources, the decision should be taken by the General Assembly in accordance with established budgetary procedures and the Financial Regulations and Rules;

9. *Recognizes* that the staff of the United Nations is an invaluable asset of the Organization, commends its contribution to furthering the purposes and principles of the United Nations, and stresses that staff representatives should participate in the process of human resources management reform in accordance with article VIII of the Staff Regulations and Rules of the United Nations;

II

ROLE OF THE OFFICE OF HUMAN RESOURCES MANAGEMENT OF THE SECRETARIAT

1. *Reiterates* the role, authority and responsibility of the Office of Human Resources Management of the Secretariat in establishing human resources policies and guidelines as well as in ensuring compliance with recruitment, placement and career development procedures throughout the Secretariat;

2. *Decides* that the Office of Human Resources Management shall remain the central authority for the monitoring and approval of the recruitment and placement of staff and for the interpretation of the regulations and rules of the Organization and their enforcement;

3. *Notes* the intentions of the Secretary-General outlined in his report on human resources management reform,[5] and looks forward to the proposals the Secretary-General intends to submit to the General Assembly for its consideration;

4. *Recognizes* the central role of the Office of Human Resources Management in ensuring the full implementation of basic human resources mandates set by the General Assembly in the context of recruitment and placement processes;

III

HUMAN RESOURCES PLANNING

Cognizant of the relationship between human resources planning and programme and budgetary planning processes,

---

[5] A/53/414.

Emphasizing that effective human resources planning has an impact on all aspects of human resources management,

1. *Recognizes* the continuing need for central human resources planning within the Office of Human Resources Management of the Secretariat to ensure full implementation of the principles of the Charter of the United Nations and the relevant resolutions of the General Assembly;

2. *Notes* the intention of the Secretary-General to establish a Secretariat-wide integrated human resources planning system under the central authority of the Office of Human Resources Management, and requests him to report thereon to the General Assembly at its fifty-fifth session;

3. *Expresses concern* at the growing number of resignations of staff in the Secretariat, in particular of those in the Professional category, and requests the Secretary-General to carry out a study to ascertain the causes of such separations and to report thereon to the General Assembly at its fifty-fifth session;

4. *Emphasizes* the importance of a human resources planning system, including an integrated approach to recruitment policy, job classification and contractual policies, based on the fundamental principles of the Charter and the Staff Regulations and Rules of the United Nations;

5. *Regrets* that some regional commissions and duty stations of the Organization, particularly those in developing countries, have a high vacancy rate, which consequently hampers the execution of their respective mandates, and in this regard requests the Secretary-General to ensure the proper mobility of staff between all the regional commissions and duty stations to correct this situation;

6. *Reaffirms* that staff members are subject to the authority of the Secretary-General and to assignment by him to any of the activities and offices of the United Nations, in accordance with staff regulation 1.2;

7. *Emphasizes* the requirement of mobility of all internationally recruited staff of the Organization as an integral part of their obligation, and requests the Secretary-General to give full consideration to the need for greater mobility in the context of human resources planning, in accordance with staff regulation 1.2 (*c*), and to include any problems in increasing staff mobility and possible measures for their solution, as appropriate, in his report on human resources management to be submitted to the General Assembly at its fifty-fifth session;

8. *Requests* the Secretary-General to establish mechanisms towards, and to implement a policy of, enhanced mobility across functions, departments and duty stations, and encourages him to explore, through the Administrative Committee on Coordination, the possibility of enhancing mobility among organizations of the United Nations system and to report to the General Assembly at its fifty-fifth session on progress made;

IV

DELEGATION OF AUTHORITY AND ACCOUNTABILITY

Recalling its resolution 49/222 A, by which it endorsed the new strategy for human resources management,

1. *Recognizes* the need to promote responsibility and accountability of staff members at all levels;

2. *Notes* the intention of the Secretary-General to streamline administrative procedures further and to eliminate duplication in relation to human resources management through the delegation of authority to programme managers, and requests him to ensure, before delegating such authority, that well designed mechanisms of accountability, including the necessary internal monitoring and control procedures, as well as training, are put in place, and to report thereon to the General Assembly at its fifty-fifth session;

3. *Also notes* that no comprehensive system of accountability and responsibility has been established;

4. *Requests* the Secretary-General, while preparing his report on the system of accountability and responsibility, to include the following elements as well as the elements enumerated in section E, paragraph 5, of General Assembly resolution 48/218 A of 23 December 1993:

(*a*) A mechanism to review the decisions of the programme managers;

(*b*) Back evaluation;

(*c*) The role of the appointment and promotion bodies and the departmental panels;

(*d*) The role of the programme managers in the preparation and submission of budget proposals as well as programme delivery;

(*e*) The role of coordination, supervision and leadership;

(*f*) The accountability of staff to the Secretary-General in exercising his delegated authority;

(*g*) The degree to which programme evaluation influences personnel performance appraisal;

5. *Emphasizes* that the administrative and managerial discretionary powers of the Secretary-General should be in conformity with the relevant provisions of the Charter of the United Nations and the staff, financial and programme planning regulations and mandates given by the General Assembly;

6. *Notes with concern* that some administrative instructions on the delegation of authority do not conform to the provisions of decisions of the General Assembly on this matter, and requests the Secretary-General to comply fully with the decision of the Assembly in this respect;

7. *Reiterates* that every staff member of the United Nations shall be responsible and accountable to the Secretary-General, in accordance with financial rule 114.1 and staff rule 112.3;

8. *Emphasizes* that any delegation of authority should be in accordance with the Charter and regulations and rules of the Organization and should entail clear lines of authority and accountability as well as improvements in the administration of justice, taking into account the central role played by the Office of Human Resources Management in setting the policies and guidelines in respect of the human resources management of the Organization and monitoring their observance and implementation;

9. *Requests* the Secretary-General to submit, through the Advisory Committee on Administrative and Budgetary Questions, at the main part of the fifty-fourth session of the General Assembly, a consolidated and comprehensive compendium of all administrative circulars on the delegation of authority;

10. *Reiterates its request* to the Secretary-General in section II, paragraph 2, of its resolution 51/226 to enhance managerial accountability with respect to human resources management decisions, including imposing sanctions in cases of demonstrated mismanagement of staff and wilful neglect of or disregard for established rules and procedures, while safeguarding the right of due process of all staff members, including managers;

11. *Requests* the Secretary-General to review the internal system of justice in order to ensure the timely, fair and effective administration of justice;

V

RECRUITMENT AND PLACEMENT

Recognizing the value of staff mobility to the Organization,

1. *Requests* the Secretary-General to ensure that the highest standards of efficiency, competence and integrity serve as the paramount consideration in the employment of staff, with due regard to the principle of equitable geographical distribution, in accordance with Article 101, paragraph 3, of the Charter of the United Nations;

2. *Reiterates* that the recruitment, appointment and promotion of staff shall be made without distinction as to race, sex or religion, in accordance with principles of the Charter and the provisions of the Staff Regulations and Rules of the United Nations;

3. *Requests* the Secretary-General, as a matter of priority, to ascertain whether racial discrimination exists in recruitment, promotion and placement, in order to ensure full compliance with the provisions of the Charter, the regulations and rules of the Organization and the relevant resolutions of the General Assembly, and to report thereon to the Assembly at the main part of its fifty-fifth session;

4. *Reiterates* that external vacancy announcements should continue to be submitted to the permanent missions of Member States and be displayed on the notice boards in United Nations premises, as well as posted on the United Nations home page, and decides that they should be effectively circulated on the date of issue and that the deadline for the submission of applications should be at least two months from the date of issue;

5. *Requests* the Secretary-General to circulate internal vacancy announcements to permanent missions when issued;

6. *Endorses* the recommendation of the Advisory Committee on Administrative and Budgetary Questions in paragraph 8 of its report on internal vacancies in the Secretariat;[6]

7. *Reaffirms* the policy of the Secretary-General to circulate vacancies for posts at the P-5 level and above both internally and externally;

8. *Decides* that the Secretary-General may consider external candidates for posts at the P-4 level, while giving fullest regard, in filling these posts, to the requisite qualifications and experience of staff already in the service of the United Nations;

9. *Notes with concern* that the Secretary-General, in his report on human resources management,[7] approved seventeen exceptions for the recruitment of gratis personnel in the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991, in contravention of section III.B, paragraph 26, of General Assembly resolution 51/226;

10. *Reaffirms* the provisions of section III.B, paragraph 26, of its resolution 51/226, and requests the Secretary-General to ensure full compliance in the future;

11. *Requests* the Secretary-General not to extend the current contracts of the personnel mentioned in paragraph 9 above and, in this context, to ensure full compliance with the current recruitment procedures of the International Tribunal;

12. *Also requests* the Secretary-General, while filling vacant posts in language services in the Secretariat, to ensure the highest performance of translation and interpretation in all six official languages;

13. *Further requests* the Secretary-General to continue to improve existing recruitment and placement procedures with a view to making them simpler, more transparent and more timely;

14. *Requests* the Secretary-General to ensure, without exception, uniform application of the regulations and rules of the Organization in all departments of the Secretariat, in accordance with the relevant resolutions of the General Assembly;

15. *Urges* the Secretary-General, when making appointments to posts subject to geographical distribution, to continue and intensify his efforts to ensure that all Member States, in particular unrepresented and under-represented Member States, are adequately represented in the Secretariat, bearing in mind the need to increase the number of staff recruited from Member States below the mid-point of their desirable ranges;

16. *Reaffirms* that the national competitive examination programme is a useful tool for selecting the best-qualified candidates from inadequately represented Member States, and requests the Secretary-General to continue to hold the examinations for posts subject to geographical distribution at the P-2 and, if necessary, P-3 levels;

---

[6] A/53/691.

[7] A/53/342, paras. 91–94.

17. *Urges* the Secretary-General strictly to comply with the principle that appointment to P-2 posts and to posts requiring special language competence for conference services be made exclusively through competitive examinations, and requests, in this context, that he include in his future reports the information justifying non-compliance with that principle;

18. *Reaffirms* the policy that appointments at the P-3 level shall normally be made through competitive examinations;

19. *Requests* the Secretary-General to ensure that candidates selected through national competitive examinations are placed in a timely fashion and that special efforts are made to recruit candidates from the national competitive examinations roster against existing vacancies until these rosters are cleared;

20. *Also requests* the Secretary-General to adapt the number of occupational groups selected for national competitive examinations to the requirements of the Organization, with a view to facilitating the placement and future mobility of selected candidates in the Organization, and to report on the number of candidates placed by department or office as well as on possible failures to place successful candidates, including the reasons therefor, in his report on human resources management to be submitted to the General Assembly at its fifty-fifth session;

21. *Further requests* the Secretary-General to offer or to continue to offer probationary appointments to all staff members who have passed a competitive recruitment examination and to consider such staff members for conversion to permanent appointment after successful completion of the period of probationary service;

22. *Requests* the Secretary-General to complete the realignment with the national competitive examination of the competitive examination for promotion to the Professional category and above of staff members from other categories, in particular regarding academic qualifications and equitable geographical distribution, as well as equal treatment with regard to probationary appointments;

23. *Also requests* the Secretary-General to continue his efforts to implement section V, paragraph 2, of resolution 51/226, and encourages him to continue his efforts with a view to increasing the share of fixed-term appointments throughout the Secretariat;

24. *Reaffirms* that secondment from government service is consistent with Articles 100 and 101 of the Charter and is beneficial to both the Organization and Member States, and urges the Secretary-General to pursue this practice on a wider scale, as appropriate;

25. *Notes* the intention of the Secretary-General to present detailed proposals on the dual-track system of career and non-career appointments, and requests him to submit them to the General Assembly, taking into account the experience of other international and regional organizations in human resources management and benefiting from worldwide experience in human resources management outside the Organization as well as from the work being done in this field by the International Civil Service Commission;

26. *Requests* the Commission to prepare a study on the question of the fixed-term contracts in the United Nations, taking into account the needs and interests of the Organization and current trends in personnel management;

VI

STAFF DEVELOPMENT: PERFORMANCE MANAGEMENT AND CAREER DEVELOPMENT

Recognizing that career development is an indispensable part of effective personnel management,

Noting the objectives of the Secretary-General with regard to staff development, performance management and career support,

1. *Requests* the Secretary-General to ensure that the performance appraisal system is applicable to all staff within the meaning of Article 97 of the Charter of the United Nations;

2. *Also requests* the Secretary-General to continue his efforts for the consistent application of the performance appraisal system throughout the Secretariat;

3. *Approves* the step-by-step approach to performance recognition as set forth in paragraphs 24 to 34 of the report of the Secretary-General on performance management;[8]

4. *Takes note* of the proposals on the need to address the issue of underperformance in paragraphs 35 to 43 of the report referred to in paragraph 3 above, and requests the Secretary-General to submit revised policy proposals to deal systematically and effectively with underperformance;

5. *Notes with concern* that no comprehensive and systematic career development policy has yet been developed by the Secretary-General, and reiterates its request that such a policy be developed on a priority basis in the interest of maintaining a strong and efficient international civil service, in accordance with the principles enshrined in Article 101 of the Charter;

6. *Requests* the Secretary-General, in the further enhancement of the career development system of the Organization, to implement a transparent promotion policy, augmented by the effective use of a simplified and appropriate performance appraisal system, adequate training and competitive examinations, in order to provide for the recognition of competence and outstanding performance and to facilitate the continuous professional growth of staff at all levels;

7. *Notes* the initiatives undertaken so far by the Secretary-General with regard to staff training;

8. *Requests* the Secretary-General to consider opening staff training courses, as appropriate, to members of permanent missions, within the framework of the approved budget, and without prejudice to meeting the staff training needs of the Organization;

---

[8] A/53/266.

9. *Also requests* the Secretary-General to streamline the personnel manual;

VII

EMPLOYMENT OF RETIREES

1. *Endorses* the observations and recommendations on the employment of retirees, contained in the report of the Advisory Committee on Administrative and Budgetary Questions;[2]

2. *Requests* the Secretary-General to have recourse to the employment of retirees only if the operational requirements of the Organization cannot be met by existing staff;

VIII

CONSULTANTS AND INDIVIDUAL CONTRACTORS

1. *Endorses* the new definitions of consultants and individual contractors as contained in the report of the Secretary-General on comprehensive guidelines for the use of consultants in the Secretariat;[9]

2. *Notes with concern* the observation of the Board of Auditors that the inadequacies earlier identified by the Board in the hiring of consultants persist;[10]

3. *Reiterates its request* that the recommendations of the Board of Auditors as endorsed in General Assembly resolution 51/226 and its resolution 53/204 of 18 December 1998 be fully implemented, and requests the Secretary-General to submit a report through the Board to the Assembly at the main part of its fifty-fourth session;

4. *Requests* the Secretary-General to continue to submit an annual report to the General Assembly on consultants hired by the United Nations during the preceding year, with an indication of their functions;

5. *Takes note* of the comments on consultants made by the Advisory Committee on Administrative and Budgetary Questions in paragraph 15 of its report,[2] and requests the Secretary-General to ensure full compliance with the provisions of section VI, paragraph 7, of its resolution 51/226;

6. *Reiterates* that the Secretary-General should refrain from using consultants to carry out functions assigned to established posts and that consultants should be hired only in accordance with the existing rules and relevant resolutions of the General Assembly and where in-house expertise is not available in the Organization;

7. *Emphasizes* that, in areas where consultants are frequently hired for a period of more than one year, the Secretary-General should submit proposals, where necessary, for the establishment of posts;

---

[9] See A/53/385.

[10] See *Official Records of the General Assembly, Fifty-third Session, Supplement No. 5* (A/53/5), vol. I, chap. II.

8. *Stresses* that consultants should generally not receive training at the expense of the United Nations;

9. *Notes with concern* that 31 per cent of contractors were hired from only four Member States and were paid 38 per cent of total fees during the biennium 1996–1997, and requests the Secretary-General to take remedial measures in this regard;

10. *Reaffirms* the principle contained in a recommendation of the Board of Auditors and endorsed in General Assembly resolution 51/226 that the objective of attracting consultants on a wider geographical basis should be achieved, *inter alia*, by fixing appropriate norms and by closer interaction with substantive offices and requesting units at all duty stations;

11. *Takes note* of the guidelines contained in the report of the Secretary-General[9] subject to the following provisions:

(*a*) There should be a separation of functions between the requesting officers and the officer who processes the contract;

(*b*) The approved terms of reference should form part of the contract;

(*c*) The selection of consultants and individual contractors should be on a wider geographical basis and the question of travel expenses should not distort the geographical balance in the awarding of contracts;

(*d*) In the awarding of contracts, gender balance should be achieved without prejudice to wide geographical distribution;

(*e*) The Office of Human Resources Management of the Secretariat should have authority to take a final decision on whether further contracts should be awarded to contractors in the case of an unsatisfactory performance evaluation by a programme manager;

12. *Requests* the Secretary-General to circulate the revised guidelines as a matter of priority, throughout the Secretariat, with a view to ensuring full compliance;

IX

COMPOSITION OF THE SECRETARIAT

1. *Notes with concern* that twenty-four Member States were unrepresented and ten under-represented in the Secretariat as at 30 June 1998;[11]

---

[11] A/53/375 and Corr.1, para. 16.

2. *Also notes with concern* the significant reduction in the number of posts subject to geographical distribution at the P-2 and P-3 levels, as well as the increase in such posts at the D-2 and Assistant Secretary-General levels;

3. *Urges* the Secretary-General to take the necessary measures, as a matter of priority, to address the imbalance in the post structure of the Secretariat in the context of the proposed programme budget for the biennium 2000–2001, bearing in mind that more than one hundred posts subject to geographical distribution at the director level will be vacated by 2002 owing to the retirement of the present incumbents;

4. *Requests* the Secretary-General, when submitting future reports on the composition of the Secretariat, to discontinue the established practice of showing the representation of staff according to major geographical groupings as referred to in annex II to his report,[12] and to list countries in alphabetical order;

5. *Recalls* that, in accordance with Article 97 of the Charter of the United Nations, the Secretariat shall comprise a Secretary-General and such staff as the Organization may require;

6. *Reaffirms* that no post should be considered the exclusive preserve of any Member State or group of States, including at the highest levels, and requests the Secretary-General to ensure that, as a general rule, no national of a Member State succeeds a national of that State in a senior post and that there is no monopoly on senior posts by nationals of any State or group of States;

7. *Requests* the Secretary-General to take all the necessary measures to ensure, at the senior and policy-making levels of the Secretariat, the equitable representation of Member States, especially those unrepresented and under-represented, in particular developing countries, in accordance with the relevant resolutions of the General Assembly, and to include relevant information thereon in all future reports on the composition of the Secretariat;

8. *Reiterates its request* to the Secretary-General to increase further his efforts to improve the composition of the Secretariat by ensuring a wide and equitable geographical distribution of staff in all departments;

9. *Takes note* of the observation in the report of the Secretary-General on the composition of the Secretariat[13] with regard to the anticipated vacancies in posts subject to geographical distribution, and requests the Secretary-General, when filling those vacancies, to take into account the continuing inequitable representation among the Member States;

10. *Urges* all Member States, in particular those with inadequate representation in the Secretariat, to make every effort to identify qualified candidates for consideration for appointment in the Secretariat, and in this regard requests the Secretary-General to ensure that, among equally qualified candidates, preference is given to candidates from under-represented Member States;

---

[12] A/53/375 and Corr.1.

[13] Ibid., para. 102.

X

STATUS OF WOMEN IN THE SECRETARIAT

Reaffirming section VI of its resolution 45/248 B of 21 December 1990,

Reaffirming also that the Fifth Committee is the appropriate Main Committee of the General Assembly entrusted with responsibility for the administrative and budgetary matters relating to the question of the status of women in the Secretariat,

1. *Decides* that all reports dealing with administrative and budgetary aspects of the status of women in the Secretariat shall be considered by the Fifth Committee;

2. *Notes* that, while there has been improvement in the status of women in the Secretariat, the rate of progress in the representation of women from developing countries, particularly at the senior level, has been very slow, and in this context urges the Secretary-General to make greater efforts to redress this situation in accordance with Article 101, paragraph 3, of the Charter of the United Nations, and to report thereon to the General Assembly at its fifty-fifth session;

3. *Recalls* its resolution 53/119 of 9 December 1998, including the reaffirmation of the goal of 50/50 gender distribution by the year 2000 in all categories of posts within the United Nations system, especially at the D-1 level and above, with full respect for the principle of equitable geographical distribution, in conformity with Article 101 of the Charter, and taking into account the continuing lack of representation or under-representation of women from certain countries, in particular from developing countries as well as countries with economies in transition;

4. *Notes with concern* the imbalance in the representation of women from different regions, and requests the Secretary-General to take appropriate remedial action when pursuing the goal of 50/50 gender distribution;

5. *Decides* that the objective of 50/50 gender distribution by the year 2000 should be pursued in compliance with the provisions of Articles 8 and 101 of the Charter and staff regulation 4.3 in order to ensure equal opportunities for qualified women and men in recruitment and promotion;

XI

STAFF-MANAGEMENT CONSULTATIONS

1. *Takes note* of the views of the staff representatives;[4]

2. *Emphasizes* the need further to improve the staff-management consultative process in all issues relating to human resources management;

3. *Reaffirms* the need for the Secretary-General to use, to the fullest extent, the staff-management consultative mechanisms set out in staff rule 108.2;

4. *Requests* the Secretary-General to take into account the views of staff representatives, in accordance with article VIII of the Staff Regulations and Rules of the United Nations and its resolution 35/213;

XII

AMENDMENTS TO THE STAFF REGULATIONS AND RULES

Recalling its resolution 52/252,

1. *Requests* the Secretary-General to expedite the issuance of the report requested in paragraph 10 of its resolution 52/252;

2. *Decides* that staff rule 101.3 (*c*) should read:

"(*c*) Performance reports shall be prepared regularly for all staff members, including at the Assistant Secretary-General level and above, in accordance with procedures promulgated by the Secretary-General.";

3. *Requests* the Secretariat to publish an index to the Staff Regulations and Rules of the United Nations;

4. *Requests* the Secretary-General to ensure that revised staff regulations and rules, or amendments thereto, are issued in a timely manner after their approval by the General Assembly.

97th plenary meeting
7 April 1999

UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/RES/53/222
26 April 1999

Fifty-third session
Agenda item 141

RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[*on the report of the Fifth Committee (A/53/873)*]

53/222. Financing of the United Nations Support Mission in Haiti, the United Nations Transition Mission in Haiti and the United Nations Civilian Police Mission in Haiti

The General Assembly,

Having considered the report of the Secretary-General on the financing of the United Nations Support Mission in Haiti, the United Nations Transition Mission in Haiti and the United Nations Civilian Police Mission in Haiti[1] and the related report of the Advisory Committee on Administrative and Budgetary Questions,[2]

Bearing in mind Security Council resolutions 1063 (1996) of 28 June 1996, by which the Council established the United Nations Support Mission in Haiti, and 1086 (1996) of 5 December 1996, by which the Council extended the mandate of the Mission until 31 July 1997,

Bearing in mind also Security Council resolution 1123 (1997) of 30 July 1997, by which the Council established the United Nations Transition Mission in Haiti for a single four-month period,

---

[1] A/53/789.

[2] A/53/846.

Bearing in mind further Security Council resolutions 1141 (1997) of 28 November 1997, by which the Council established the United Nations Civilian Police Mission in Haiti, and 1212 (1998) of 25 November 1998, by which the Council extended the mandate of the Mission until 30 November 1999,

Recalling its resolution 51/15 A of 4 November 1996 on the financing of the Support Mission and its subsequent decisions and resolutions thereon, the latest of which was resolution 52/246 of 26 June 1998,

Reaffirming that the costs of the Missions are expenses of the Organization to be borne by Member States in accordance with Article 17, paragraph 2, of the Charter of the United Nations,

Recalling its previous decisions regarding the fact that, in order to meet the expenditures caused by the Missions, a different procedure is required from that applied to meet expenditures of the regular budget of the United Nations,

Taking into account the fact that the economically more developed countries are in a position to make relatively larger contributions and that the economically less developed countries have a relatively limited capacity to contribute towards such an operation,

Bearing in mind the special responsibilities of the States permanent members of the Security Council, as indicated in General Assembly resolution 1874 (S-IV) of 27 June 1963, in the financing of such operations,

Noting with appreciation that voluntary contributions have been made to the Missions by certain Governments,

Mindful of the fact that it is essential to provide the Missions with the necessary financial resources to enable them to fulfil their responsibilities under the relevant resolutions of the Security Council,

1. *Takes note* of the status of contributions to the United Nations Support Mission in Haiti, the United Nations Transition Mission in Haiti and the United Nations Civilian Police Mission in Haiti as at 28 February 1999, including the contributions outstanding in the amount of 17.9 million United States dollars, representing 20 per cent of the total assessed contributions from the inception of the Support Mission to the period ending 30 June 1999, notes that some 37 per cent of the Member States have paid their assessed contributions in full, and urges all other Member States concerned, in particular those in arrears, to ensure the payment of their outstanding assessed contributions;

2. *Expresses concern* about the financial situation of the Organization, in particular with regard to reimbursements to troop contributors, which bear additional burdens owing to overdue payments by Member States of their assessments;

3. *Expresses its appreciation* to those Member States which have paid their assessed contributions in full;

4. *Urges* all other Member States to make every possible effort to ensure payment of their assessed contributions to the Missions in full and on time;

5. *Endorses* the observations and recommendations contained in the report of the Advisory Committee on Administrative and Budgetary Questions;[2]

6. *Requests* the Secretary-General to take all necessary action to ensure that the Civilian Police Mission is administered with a maximum of efficiency and economy;

7. *Also requests* the Secretary-General, in order to reduce the cost of employing General Service staff, to continue efforts to recruit local staff for the Civilian Police Mission against General Service posts, commensurate with the requirements of the Mission;

8. *Decides* to appropriate the amount of 12,264,015 dollars gross (11,577,615 dollars net) for the maintenance of the Civilian Police Mission for the period from 1 July 1998 to 30 June 1999, in addition to the amount of 17,704,685 dollars gross (16,959,085 dollars net) already appropriated under the terms of General Assembly resolution 52/246 and inclusive of the amount of 3 million dollars gross and net authorized by the Advisory Committee under the terms of section IV of Assembly resolution 49/233 A of 23 December 1994;

9. *Decides also*, as an ad hoc arrangement, and taking into account the amount of 17,704,685 dollars gross (16,959,085 dollars net) already apportioned in accordance with its resolution 52/246, to apportion among Member States the additional amount of 12,264,015 dollars gross (11,577,615 dollars net) for the period from 1 July 1998 to 30 June 1999, in accordance with the composition of groups set out in paragraphs 3 and 4 of General Assembly resolution 43/232 of 1 March 1989, as adjusted by the Assembly in its resolutions 44/192 B of 21 December 1989, 45/269 of 27 August 1991, 46/198 A of 20 December 1991, 47/218 A of 23 December 1992, 49/249 A of 20 July 1995, 49/249 B of 14 September 1995, 50/224 of 11 April 1996, 51/218 A to C of 18 December 1996 and 52/230 of 31 March 1998 and its decisions 48/472 A of 23 December 1993 and 50/451 B of 23 December 1995, and taking into account the scale of assessments for the years 1998 and 1999, as set out in its resolution 52/215 A of 22 December 1997;

10. *Decides further* that, in accordance with the provisions of its resolution 973 (X) of 15 December 1955, there shall be set off against the apportionment among Member States, as provided for in paragraph 9 above, their respective share in the Tax Equalization Fund of the estimated additional staff assessment income of 686,400 dollars approved for the Civilian Police Mission for the period from 1 July 1998 to 30 June 1999;

11. *Invites* voluntary contributions to the Civilian Police Mission in cash and in the form of services and supplies acceptable to the Secretary-General, to be administered, as appropriate, in accordance with the procedure and practices established by the General Assembly;

12. *Decides* to keep under review during its fifty-third session the agenda item entitled "Financing of the United Nations Support Mission in Haiti, the United Nations Transition Mission in Haiti and the United Nations Civilian Police Mission in Haiti".

97th plenary meeting
7 April 1999

UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/RES/53/223
14 April 1999

Fifty-third session
Agenda items 8 and 12

RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[*without reference to a Main Committee (A/53/899)*]

53/223. Revision of the General Regulations of the World Food Programme

The General Assembly,

Recalling its resolutions 48/162 of 20 December 1993 and 50/8 of 1 November 1995,

1. *Decides*, subject to the concurrence of the Conference of the Food and Agriculture Organization of the United Nations, that the members of the Executive Board of the World Food Programme shall be elected on an interim basis for a term of three years from among the States included in the lists[1] set out in the Basic Texts of the World Food Programme, in accordance with the following distribution of seats, it being understood that this allocation of seats creates no precedent for the composition of other United Nations bodies of limited membership:

(*a*) Eight members from the States included in list A, four members to be elected by the Economic and Social Council and four by the Council of the Food and Agriculture Organization of the United Nations;

(*b*) Seven members from the States included in list B, four members to be elected by the Economic and Social Council and three by the Council of the Food and Agriculture Organization of the United Nations;

(*c*) Five members from the States included in list C, two members to be elected by the Economic and Social Council and three by the Council of the Food and Agriculture Organization of the United Nations;

[1] Reproduced in E/1998/L.1/Add.4, annex II.

(*d*) Twelve members from the States included in list D, six members to be elected by the Economic and Social Council and six by the Council of the Food and Agriculture Organization of the United Nations;

(*e*) Three members from the States included in list E, two members to be elected by the Economic and Social Council and one by the Council of the Food and Agriculture Organization of the United Nations;

(*f*) One additional member rotating among the States included in lists A, B and C to be elected by the Council of the Food and Agriculture Organization of the United Nations in accordance with the following pattern of rotation:

(i) One State from list A is to be elected to occupy the additional seat every other term out of four, starting from 1 January 2000;

(ii) One State from list B is to be elected to occupy the additional seat the second term out of four, starting from 1 January 2003;

(iii) One State from list C is to be elected to occupy the additional seat the fourth term out of four, starting from 1 January 2009;

2. *Requests* the Economic and Social Council to elect one member from the States included in list E for a term of three years beginning on 1 January 2000;

3. *Decides* that the above-mentioned distribution of seats shall be reviewed two years before the end of one full rotation scheme of four terms, as referred to in paragraph 1 (*f*) of the present resolution, and that such a review shall be carried out in accordance with the relevant provisions of General Assembly resolutions 48/162 and 50/8, taking into account the relevant inputs of the Economic and Social Council and the Council of the Food and Agriculture Organization of the United Nations; the result of the review shall enter into force on 1 January 2012;

4. *Decides also*, subject to the concurrence of the Conference of the Food and Agriculture Organization of the United Nations, that the revised General Regulations shall enter into force on 1 January 2000.

97th plenary meeting
7 April 1999

UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/RES/53/223*
23 April 1999

Fifty-third session
Agenda items 8 and 12

RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[*without reference to a Main Committee (A/53/899)*]

53/223. Revision of the General Regulations of the World Food Programme

The General Assembly,

Recalling its resolutions 48/162 of 20 December 1993 and 50/8 of 1 November 1995,

1. *Decides*, subject to the concurrence of the Conference of the Food and Agriculture Organization of the United Nations, that the members of the Executive Board of the World Food Programme shall be elected on an interim basis for a term of three years from among the States included in the lists[1] set out in the Basic Texts of the World Food Programme, in accordance with the following distribution of seats, it being understood that this allocation of seats creates no precedent for the composition of other United Nations bodies of limited membership:

(*a*) Eight members from the States included in list A, four members to be elected by the Economic and Social Council and four by the Council of the Food and Agriculture Organization of the United Nations;

(*b*) Seven members from the States included in list B, four members to be elected by the Economic and Social Council and three by the Council of the Food and Agriculture Organization of the United Nations;

---

* Reissued for technical reasons.

[1] Reproduced in E/1998/L.1/Add.4, annex II.

(*c*) Five members from the States included in list C, two members to be elected by the Economic and Social Council and three by the Council of the Food and Agriculture Organization of the United Nations;

(*d*) Twelve members from the States included in list D, six members to be elected by the Economic and Social Council and six by the Council of the Food and Agriculture Organization of the United Nations;

(*e*) Three members from the States included in list E, two members to be elected by the Economic and Social Council and one by the Council of the Food and Agriculture Organization of the United Nations;

(*f*) One additional member rotating among the States included in lists A, B and C to be elected by the Council of the Food and Agriculture Organization of the United Nations in accordance with the following pattern of rotation:

(i) One State from list A is to be elected to occupy the additional seat every other term out of four, starting from 1 January 2000;

(ii) One State from list B is to be elected to occupy the additional seat the second term out of four, starting from 1 January 2003;

(iii) One State from list C is to be elected to occupy the additional seat the fourth term out of four, starting from 1 January 2009;

2. *Requests* the Economic and Social Council to elect one member from the States included in list E for a term of three years beginning on 1 January 2000;

3. *Decides* that the above-mentioned distribution of seats shall be reviewed two years before the end of one full rotation scheme of four terms, as referred to in paragraph 1 (*f*) of the present resolution. Such a review shall be in accordance with the relevant provisions of General Assembly resolutions 48/162 and 50/8, taking into account the relevant inputs of the Economic and Social Council and the Council of the Food and Agriculture Organization of the United Nations; the result of the review shall enter into force on 1 January 2012;

4. *Decides also*, subject to the concurrence of the Conference of the Food and Agriculture Organization of the United Nations, that the revised General Regulations shall enter into force on 1 January 2000.

97th plenary meeting
7 April 1999

UNITED NATIONS **A**

General Assembly

Distr.
GENERAL

A/RES/53/224
13 April 1999

Fifty-third session
Agenda item 58

RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[*without reference to a Main Committee (A/53/L.74)*]

53/224. Strengthening of the United Nations system

The General Assembly,

Recalling its resolution 51/241 of 31 July 1997, by which it adopted the recommendations of the Open-ended High-level Working Group on the Strengthening of the United Nations System as contained in the annex to the resolution,

Recalling also the report of the Secretary-General on the implementation of resolution 51/241,[1]

Recalling further its resolution 52/232 of 4 June 1998, by which it decided that the fifty-second session of the General Assembly would close on Tuesday, 8 September 1998, and that the fifty-third session of the General Assembly would open on Wednesday, 9 September 1998, and by which it decided that the International Day of Peace would continue to be observed on the opening day of the regular sessions,

Mindful that, for practical reasons, the closing of the regular sessions of the General Assembly should be on a Monday, which should not be a holiday, and the opening of the regular sessions should be on the following day, that is, on a Tuesday,

1. *Decides* that the fifty-third session of the General Assembly shall close on Monday, 13 September 1999, and that the fifty-fourth session of the General Assembly shall open on Tuesday, 14 September 1999;

---

[1] A/52/855.

2. *Also decides* to consider further during its fifty-third session the question of the opening and closing dates of future regular sessions of the General Assembly.

97th plenary meeting
7 April 1999